

DIRECTORS' ORGANIZATIONAL AGENDA ADDENDUM

Monday, January 10th, 2022

555 S. 10th Street

Council Chambers

I. CONSTITUENT CORRESPONDENCE

1. Opposition to LMC Amendment 2.18 – David Chapin
2. Opposition to LMC Amendment 2.18.034 – Joe Damico
3. Opposition to LMC Amendment 2.18.034 – Scott Fitzgerald
4. Opposition to LMC Amendment 2.18.034 – Jean Petsch
5. Opposition to LMC Amendment 2.18.034 – R. Michael Ayars
6. Opposition to LMC Amendment 2.18.034 – Darl Naumann

Soulinnee Phan

From: David Chapin <DJC@willmar-electric.com>
Sent: Thursday, January 6, 2022 5:27 PM
To: Richard W. Meginnis; Council Packet; Sandra J. Washington; Bennie R. Shobe; Tom J. Beckius
Subject: Ordinance amending Lincoln Municipal Code Chapter 2.18 Purchasing Division
Attachments: Ordinance amending Lincoln Municipal Code Chapter 2.18 Purchasing Division.doc

I am sharing my letter opposing the ordinance change you are considering that will exclude many of the small contractors in town. There is no need for the taxpayers to pay more, so particular businesses can be cut out of working for the city. **Please note our company has an approved apprenticeship program.** We don't need a leg up. We are capable of winning on a level playing field.

Thank you,

David Chapin
President



WILLMAR ELECTRIC

D: (402) 202-0555
Minnesota | Nebraska | Oklahoma
willmarelectric.com

Follow my blog at <https://willmarelectric.com/blog/>

Video about our  [100 Years of Electrical Service](#)



WILLMAR ELECTRIC

DESIGN | BUILD | BEYOND

Dear Council Member,

I appreciate your dedication to the City of Lincoln. I am the President of Willmar Electric, located here in Lincoln. I am writing concerning the proposed Ordinance amending Lincoln Municipal Code Chapter 2.18 Purchasing Division, which had its first reading on December 20th, 2021. Although I have a great appreciation for the value that has been placed on apprenticeships for the construction industry through this amendment, I am writing in opposition to the Ordinance amendment as proposed for the following reasons:

- **Our company has an approved apprenticeship program and would benefit from the ordinance. But I am opposed because this ordinance unnecessarily plays favorites at the taxpayer's expense.**
- At a minimum, the following wording must be clarified.
 - Beginning on Page 2, Line18: The term "apprentice" means any person who is: (a) sponsored into an apprenticeship training program by a contractor that is authorized by a union to sponsor apprentices; (b) enrolled in a registered apprenticeship program recognized by the Nebraska Department of Labor or United States Department of Labor.
 - This must be modified to include all apprentice training.
- As a contractor, I believe we should have the right to select and train our employees. Many non-registered programs utilize effective training programs and can be administered by our team or other educational entities, which may not be registered.
- Finally, most companies in the city of Lincoln are non-union by choice. Our employees voted themselves out of the union! It is discriminatory to implement a program that would either force people to join a union or pay for a registered apprentice program.

I am happy to discuss this in greater detail and can be reached at (402) 202-0555 at your convenience.

Sincerely,

David Chapin
President
(402) 202-0555

Soulinnee Phan

From: Joe Damico <jdamico@generalexexcavating.com>
Sent: Friday, January 7, 2022 9:11 AM
To: James M. Bowers
Cc: Council Packet
Subject: RE: Opposition to 2.18.034

Councilman Bowers and other members of the Lincoln City Council,

On December 27, 2021, I submitted an initial email on Proposed Ordinance 21-172 / Proposed Lincoln Municipal Code Section 2.18.034. The purpose of this letter is to elaborate on some of the comments within that email and to respond to questions posed to me by Councilman Bowers relating to the additional costs this proposed ordinance would pose to General Excavating as a business owner and how this would add costs to taxpayers.

The General Excavating Approach. General Excavating is an underground utility construction contractor that provides services relating to site utilities, trenchless construction, environmental remediation, excavation shoring, and other hourly service work. We have been based in Lincoln for 40 years, and we are not a union contractor. As a business, we believe in working directly with our individual employees to address the terms and conditions of their employment at General Excavating, including in determining the best methods of training those individuals to perform their work. We believe that this approach ensures strong performers are not only economically rewarded for their efforts, but also that our employees are properly trained to perform the diverse work that General Excavating does. By individualizing the approach we take to training, we are able to ensure each worker has the best opportunity to succeed in their role at our company and also take the training at a speed appropriate to each worker. In turn, General Excavating is able to produce high quality work for its clients.

The past projects that we have successfully performed for the City of Lincoln and our other clients demonstrate that this approach has yielded positive results. Yet, Proposed Ordinance 21-172 seeks to disrupt a business model that has served General Excavating well for four decades.

The proposed ordinance also places the company at an unfair disadvantage in competing with unionized utility contractors. As will be detailed below, the vast number of apprenticeship programs in Nebraska that are recognized by the U.S. Department of Labor are unions or training centers affiliated with unions. Notably, we are unaware of any unionized utility contractors in the City of Lincoln. As such, we are personally at a loss as to why the Lincoln City Council would set up a system that would place Lincoln-based utility contractors such as General Excavating at a disadvantage to businesses that are not located here for city-based work.

- While this proposed ordinance does not directly state that it is giving a preference to union-based contractors or encouraging non-union contractors to hire union labor, that is effectively what the ordinance is doing given the disproportionate number of U.S. Department of Labor recognized apprenticeship programs that are union-based or affiliated with unions.

For example, the website www.apprenticeship.gov is an official website of the U.S. Government and allows individuals to seek out apprenticeship programs that are approved by the U.S. Department of Labor. If one searches for all existing apprenticeship programs within the State of Nebraska, regardless of occupation or line of trade, 28 programs are identified. Of those 28 programs:

- Four are based in high schools or community colleges outside of Lincoln (Academies of Grand Island High School, Omaha Public Schools Career Center, Central Community College in Hastings, and Northeast Community College in Norfolk)
- One is a for-profit entity that sells apprenticeship training modules (Aimhigh Education Technologies LLC (based in South Carolina))
- One is an entity that trains software developers (Tectonic Group (based in Colorado))
- One is a private, non-construction business located in Lincoln (Duncan Aviation)
- One is a construction trade group (ABC Cornhusker Chapter)
- Nineteen are affiliated with unions or are union-based training centers
 - Lincoln Electrical JATC
 - Omaha Residential Electrical Workers JATC
 - Lincoln Sheet Metal Workers JAC
 - Local 1306 Interior Systems
 - Greater Nebraska Electrical JATC
 - Local 427 Carpenters
 - Omaha Sheet Metal JAC
 - Nebraska Millwrights Local 1463
 - Steamfitters & Plumbers Local 464
 - Omaha Electrical JEATC
 - Omaha Plumbers
 - IUOE Local 571 Training Trust
 - Omaha Carpenters Local #444
 - Lincoln Electrical Workers JAC
 - Laborers 1140
 - Nebraska Elevator Constructors
 - Sheet Metal Workers, Sioux City JATC Lu 3
 - Nebr. Plasterers, Cement Masons
 - Omaha Iron Workers
 - Omaha Electrical Telecommunications JATC

Through the use of preferences, Proposed Ordinance 21-172 unnecessarily inflates the costs of projects and, therefore, wastes taxpayer dollars. If a lower priced, responsible bidder is willing to perform quality work, why would the City of Lincoln not select that contractor regardless of union status or participation in a formal apprenticeship program?

To the extent that the alleged purpose of this ordinance is to encourage the development of new construction workers, I can assure you that General Excavating and, quite frankly, contractors throughout the area are focused on that issue given the current labor shortage. For example, some steps our company voluntarily takes in that area now include:

- Recruiting Southeast Community College students who are in enrolled in programs relating to the construction trades
- Recruiting heavy equipment operators who are enrolled at Central Community College
- Participating in events like construction exhibitions or job fairs at local high schools, including the LPS Construction Career Academy to inform those students about construction career opportunities
- Conducting monthly, company-wide training meetings and performing other forms of on the job training to teach skills needed by General Excavating in its regular work
- Hiring 5-6 summer interns last year from Pittsburg State University in Pittsburg, Kansas who were enrolled in a 4-year degree program relating to construction

Proposed Ordinance 21-172 gives no recognition whatsoever to these workforce development and training efforts, many of which are actually focused on the Lincoln area or its immediate surrounding areas. As a member of ABC Cornhusker Chapter, General Excavating does have the option of participating in the apprenticeship program offered by that group at a cost of approximately \$6,200 per worker over four years. While General Excavating appreciates ABC's efforts to make this training available, it does not believe that the generalized training provides the same level of value to its company as its individualized on the job training does which is focused on the skills General Excavating requires of its employees.

Beyond that, the cost of this training is substantial and would necessarily drive up our company's costs of operation. In turn, that would escalate costs to our customers, including the City of Lincoln. At such a high level of expense, General Excavating would rather have the option of providing its workers a training reimbursement program so that they could obtain a certificate from a local community college or work towards in an associate's or bachelor's degree in a construction related trade. From our perspective, participation in such a certificate or degree program would likely provide more benefits to the worker in terms of future career options. Further, the worker and General Excavating could work to select courses that are tailored to the career path they wish to pursue at the company. Yet, Proposed Ordinance 21-172 would disincentivize such an option and instead, provides one incentive: participation in an apprenticeship program that is, most likely, union based or affiliated.

In reviewing this proposed ordinance, we have also noted the following concerns:

- Why was the minimum contract value set at \$250,000? Given the amount of additional administrative overhead associated with this ordinance (e.g., tracking apprentice hours, reporting requirements, etc.), it seems like such efforts would be better directed to larger, more longer-term projects. We note that a similar ordinance in Omaha (Ordinance 42440) has a minimum contract value of double this amount. (Omaha Muni. Code § 10-150.)
- For all of the reasons stated above, why is the only method of qualifying for the incentive to be enrolled in a registered apprenticeship program? Good training and education can come in many different formats, including through the University of Nebraska-Lincoln (e.g., construction management or construction engineering), our local community colleges such as Southeast Community College in Lincoln or Milford, or even our local high schools such as the LPS Construction Career Academy that is affiliated with Southeast Community College. Why would the Lincoln City Council not support these local schools who provide excellent construction-based training? Again, we note that Omaha Ordinance 42440 allows the definition of "apprentice" to include an individual who is "enrolled in, or has graduated from, a construction technology training program administered by the Metropolitan Community College or similar institution." At a minimum, it seems like the proposed definition of an apprentice ought to be expanded to include students enrolled in these programs.
- Why is there a requirement that bidders submit proof of worker's compensation insurance at the time of submitting the bid? While not onerous and certainly a requirement with which General Excavating can comply, we note that this is already a requirement of the Contractor Registration Database that is maintained by the State of Nebraska's Department of Labor. See, e.g., Nebraska Department of Labor, Contractor Registration, <https://dol.nebraska.gov/conreg/Search>. Candidly, the addition of this requirement within the proposed ordinance indicates there is not a full understanding of the many administrative requirements contractors already face and that more discussion of this ordinance is needed before it is voted upon. A simple search of the database shows the following for General Excavating, which shows on the last line whether a proper worker's compensation certificate is on file:

Contractor Details

Contractor/Subcontractor Name	GENERAL EXCAVATING
Corporation Name	GENERAL EXCAVATING
Business Entity	S-Corporation
Address	6701 CORNHUSKER HWY LINCOLN, NE 68507-3113
City	LINCOLN
State	NE
Zip	68507-3113
Telephone	(402) 467-1627
Registration Number	22626-21
Registration Expiration	12/1/2022
Sales Tax Option	3
Number of Employees	80
Worker's Compensation Status	Certificate on File

- Similarly, since 2010, contractors have been required by law to comply with the Nebraska Employee Classification Act. *Neb. Rev. Stat. § 48-2903*. Why is this a requirement of the proposed ordinance?
- Nebraska and federal law already governs the payment of employee wages and requires that a detailed record of payments and withholdings be maintained and provided. *Neb. Rev. Stat. § 48-1230*; IRS Form W-2. Why is this a requirement of the proposed ordinance? What purpose is served?
- Beyond being able to tell the City of our concerns in the event that the City believes our company has somehow violated this ordinance, what rights do we have to object to such allegations? It seems that the process set forth by the City in this regard is entirely one-sided and fails to give contractors a meaningful methodology of objecting to an adverse finding.

For all of the foregoing reasons, we do not believe that Proposed Ordinance 21-172 should be passed in its current form. Candidly, we do not believe it should be passed at all. However, at a minimum, more time should be taken for discussions with members of the contracting community to revise the ordinance in substantial part so that it does not unduly harm local business or unnecessarily increase the costs of construction projects to the City of Lincoln.

On my final note, Councilman Bowers asked for an explanation on my opposition to the proposed ordinance which I have outlined above. To my knowledge, not one contractor or business that I know was ever asked about this proposed new policy.

I will now ask why you think this is a good idea to incorporate this into the City of Lincoln??

Sincerely,

Joe

Joe D'Amico
Vice President



YOUR "UNDERGROUND" PARTNER

402.467.1627 phone | 402.467.2084 fax
GENERALEXCAVATING.COM

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From: James M. Bowers <JBowers@lincoln.ne.gov>
Sent: Wednesday, December 29, 2021 1:56 PM
To: Joe Damico <jdamico@generalexexcavating.com>
Subject: Re: Opposition to 2.18.034

Hi Joe,

Thanks for writing in. I really appreciate you taking the time to share your perspective as a business owner.

I'm still processing information that is coming in. I would appreciate some clarification. If this passes, could you please explain how this would add to your cost to you as a business owner and separately how this would add costs to tax payers?

I really appreciate your time in sharing your expertise.

James Michael Bowers
Council Member District 1
555 South 10th St.
Lincoln, NE 68508
402-441-7515
jbowers@lincoln.ne.gov

From: Joe Damico <jdamico@generalexexcavating.com>
Sent: Monday, December 27, 2021 6:00:52 PM (UTC+00:00) Monrovia, Reykjavik
To: Council Packet <CouncilPacket@lincoln.ne.gov>
Subject: Opposition to 2.18.034

Good morning, Merry Christmas and Happy New Year to all council members!!

I am writing to oppose the proposed change to the Purchasing Division adding section 2.18.034 to the Lincoln Municipal Code.

We as a company, completely oppose this addition as it is simply not good for Lincoln. With the tight labor market and concerns for construction costs, this additions seems contrary to anything that makes sense. This new section will add tremendous costs to already skyrocketing labor and material costs, not to mention inflated costs on engineering and inspection costs.

This is nothing more than trying to get a line in our code demanding that companies employ union labor for a portion of the job. There are no union utility contractors in Lincoln!! Do we want our city tax dollars to go to out of city or state contractors?? We, as a company, have been doing technical training as well as safety training for over 30 years, but do not have registered apprentice training program. A registered apprentice training program is another term for union and we strongly oppose them.

Please do not pass this as it will only add costs that ultimately tax payers pay!! You, as stewards of OUR money, not your money, have a responsibility to get the most bang for our buck and demanding union labor be used is not being the best you can be!!!!

Thank you for your time and voting this down!!!!

Joe D'Amico

Joe D'Amico
Vice President



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Soulinnee Phan

From: Scott Fitzgerald <sfitzgerald@generalexexcavating.com>
Sent: Friday, January 7, 2022 10:43 AM
To: James M. Bowers; Council Packet
Cc: Scott Fitzgerald; Joe Damico
Subject: OPPOSITION to the proposed changes to 2.18.034
Attachments: DOC010722-01072022103321.pdf

January 7, 2022

Lincoln City Council Members

Re: Opposition to the proposed changes to 2.18.034

Dear Council Members,

I agree with and support the OPPOSITION statements of LIBA, ABC, AGC Building, AGC Heavy Highway and NUCA.

WHY?

WHY is Councilman Bowers proposing changes to the ordinance that negatively impact construction contractors as well as other businesses? Bowers proposed these changes without openly discussing the proposal with businesses first. There are several large construction companies in his district that were not ask for input on these changes.

WHY is Councilman Bowers proposing changes that negatively impact 93% of Nebraska construction contractor's employees? These changes would be a disadvantage to these businesses, eliminate new project opportunities and add more limitations to an already tight job market. (See attached file)

WHY is Councilman Bowers proposing paying a 5% premium for City of Lincoln goods and services? This proposed change will cost Lincoln taxpayers millions of dollars. The planned 2022 LTU projects are approximately \$40M alone, which could cost taxpayers an extra \$2M (5%). (See attached file)

WHY is Councilman Bowers proposing changes that impact our Free Enterprise System for free and open competition among businesses? Government should not dictate how we run our businesses or how we train our people.

WHY is Councilman Bowers proposing these changes that directly conflict with his campaign website that states, "reduce regulations on businesses serving working families"? Small businesses are already burdened with costly government regulations that directly impact profitability and wage increases. <https://bowersfornebraska.com/about-james/>

WHY?

Respectfully,

Scott Fitzgerald
President

 **General
Excavating**
YOUR "UNDERGROUND" PARTNER

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Rank	State	Union Membership Rate	Total Union Membership	Membership Change (ppt)	2021 Avg. Hourly Wage	2020 Avg. Hourly Wage
1	Hawaii	33.1%	139,000	+1.2 ppt	\$67,480	3.4%
2	New York	22.3%	1,872,000	+2.6 ppt	\$64,500	4.1%
3	Washington	19.4%	449,000	0.0 ppt	\$64,100	4.6%
4	Alaska	18.5%	55,000	+5.0 ppt	\$63,000	6.6%
5	Rhode Island	17.4%	83,000	0.9 ppt	\$62,040	4.1%
6	Connecticut	16.0%	269,000	+0.8 ppt	\$61,920	4.1%
7	Minnesota	15.0%	355,000	+1.1 ppt	\$62,600	2.9%
8	New Jersey	14.5%	187,000	+2.4 ppt	\$61,600	4.1%
9	California	14.2%	2,405,000	+2.2 ppt	\$62,100	4.2%
10	Michigan	14.1%	815,000	+4.2 ppt	\$57,600	4.1%
11	Nebraska	13.5%	101,000	+2.8 ppt	\$55,500	4.6%
12	Oregon	13.5%	247,000	+2.7 ppt	\$59,500	4.2%
13	Illinois	13.4%	786,000	+2.0 ppt	\$58,850	4.3%
14	Massachusetts	13.2%	454,000	+2.0 ppt	\$58,600	3.3%
15	Maine	12.4%	74,000	0.4 ppt	\$57,100	2.4%
16	Ohio	12.4%	628,000	+1.6 ppt	\$57,200	4.6%
17	Pennsylvania	12.4%	701,000	+2.8 ppt	\$58,450	4.3%
18	Montana	11.8%	50,000	+0.4 ppt	\$55,000	3.7%
19	Maryland	11.6%	307,000	+1.6 ppt	\$64,600	3.6%
20	Colorado	11.6%	281,000	2.0 ppt	\$62,310	3.5%
21	Vermont	10.5%	31,000	0.1 ppt	\$59,700	2.7%
22	Delaware	10.3%	45,000	+1.1 ppt	\$59,500	3.6%
23	New Hampshire	10.2%	68,000	+0.4 ppt	\$58,800	2.5%
24	West Virginia	10.0%	68,000	+3.8 ppt	\$52,640	5.3%
25	District of Columbia	9.9%	31,000	+2.3 ppt	\$71,600	5.6%
26	Missouri	9.4%	251,000	+1.8 ppt	\$56,040	3.2%
27	Alabama	9.2%	183,000	+0.4 ppt	\$53,740	3.9%
28	Kentucky	8.9%	181,000	0.2 ppt	\$54,650	4.3%
29	Indiana	8.8%	269,000	+3.6 ppt	\$55,700	3.4%
30	Wisconsin	8.1%	219,000	+6.6 ppt	\$57,870	3.0%
31	Iowa	7.7%	113,000	+2.9 ppt	\$57,100	2.5%
32	Kansas	7.0%	90,000	0.0 ppt	\$55,950	2.4%
33	New Mexico	6.8%	56,000	+0.4 ppt	\$54,100	4.5%
34	Nebraska	6.6%	59,000	+1.7 ppt	\$57,130	2.8%
35	Wyoming	6.6%	15,000	+1.2 ppt	\$62,240	4.1%
36	Oklahoma	5.1%	90,000	+0.9 ppt	\$54,510	3.4%
37	South Dakota	5.6%	27,000	0.6 ppt	\$51,410	3.6%
38	Florida	5.6%	484,000	+0.8 ppt	\$54,560	3.6%
39	Tennessee	4.4%	155,000	0.0 ppt	\$51,600	3.5%
40	Arizona	5.3%	156,000	+2.5 ppt	\$57,000	4.8%
41	North Dakota	5.2%	18,000	+0.9 ppt	\$61,340	2.4%
42	Mississippi	5.1%	58,000	+0.2 ppt	\$50,540	4.6%
43	Louisiana	5.0%	83,000	0.4 ppt	\$53,350	4.5%
44	Arkansas	4.6%	66,000	+1.1 ppt	\$51,850	3.7%
45	Idaho	4.7%	24,000	+2.4 ppt	\$54,260	2.8%
46	Georgia	4.5%	201,000	0.8 ppt	\$55,910	3.5%
47	Virginia	4.3%	169,000	0.2 ppt	\$60,600	2.6%
48	Texas	4.3%	512,000	+0.2 ppt	\$57,100	3.5%
49	Utah	4.1%	56,000	+1.7 ppt	\$56,700	3.1%
50	North Carolina	2.7%	118,000	+0.8 ppt	\$55,750	3.9%
51	South Carolina	2.7%	55,000	+1.2 ppt	\$53,750	3.4%

Source: Construction Coverage analysis of U.S. Bureau of Labor Statistics Current Population Survey

→ 93.4% non-union

Coronavirus (COVID-19) Updates

Get information about City of Lincoln Services and Operations
(<https://app.lincoln.ne.gov/city/covid19/>).

COVID-19 Vaccine Registration and Scheduling

Sign up and schedule your appointment
(<https://app.lincoln.ne.gov/aspx/city/covidvac/default.aspx?passcode=4044e935631945448f7110a939f65fc8>).



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(<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects>) / **Planned LTU Projects**

Planned LTU Projects

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Planned Projects



Construction Projects

(<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects/Construction>)



Completed Projects

(<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects/Complete>)

2022 2023 (?sortYear=2023) 2024 (?sortYear=2024)

2025 (?sortYear=2025) 2026 (?sortYear=2026)

Anticipated construction start:

2022

1st Street south of W Denton



Project Timeline



Construction is planned for 2022.

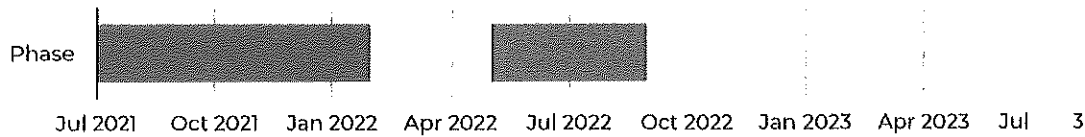
**14th from Adams to Superior
Street Improvements**

LINCOLN
ON THE MOVE



This project will improve 14th Street from Adams to Superior streets through a mill and overlay of the existing surface and selected base repairs where required.

Project Timeline



Total Project Estimate

\$1,045,000

Funding Sources: Lincoln on the Move • Highway Allocation Funds

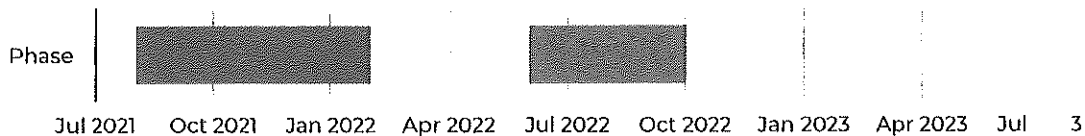
(<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects/LOTM/Projects/Existing-Streets/14th-from-Adams-to-Superior>)

23rd and Potter Neighborhood Street Improvements



This project will improve residential streets in the 23rd and Potter Neighborhood: 23rd from Vine to Potter • Potter from 21st to 26th.

Project Timeline



Total Project Estimate

\$580,000

Funding Sources: Lincoln on the Move • Street Improvement Vehicle Tax – Residential

(<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects/LOTM/Projects/Existing-Streets/23rd-and-Potter-Neighborhood>)

27th Street from "O" Street to I-80 Adaptive Signal Control Technologies Project



The proposed North 27th Street, "O" Street to I-80 project would involve upgrading existing traffic signals and communication infrastructure along and adjacent to North 27th Street in the City of Lincoln, Nebraska in Lancaster County.

Project Timeline

 Construction is planned for 2022.

(<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects/Design/27th-Street-Adaptive-Signal-Project>)

70th from Carger to Lilee Street Improvements



Project Timeline



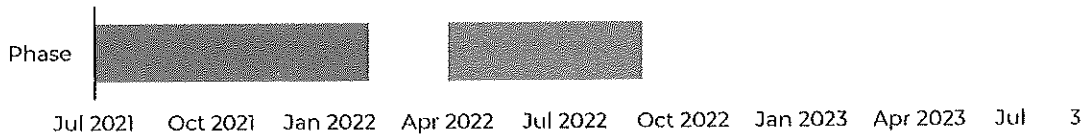
Construction is planned for 2022.

70th from Carger to Lilee Water Main Distribution



This water distribution main will be installed in conjunction with a paving project in the area.

Project Timeline



Total Project Estimate

\$750,000

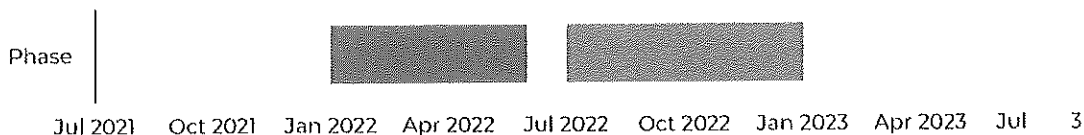
Funding Source: Lincoln Water System

70th Street from Salt Creek to Arbor Road Sanitary Sewer Extension



This project extends the sanitary sewer from the northeast trunk line at Salt Creek and North 70th Street, along the west side of North 70th Street up to Arbor Road.

Project Timeline



Total Project Estimate

\$500,000

Funding Source: Sanitary Sewer Fees

(<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects/LWWS/70th-from-Salt-Creek-to-Arbor>)

84th from Oakdale to Elizabeth Street Improvements



This project will improve 84th Street from Oakdale Avenue to Elizabeth Drive through a mill and overlay of the existing surface and selected base repairs where required.

Project Timeline

Phase

Jul 2021 Oct 2021 Jan 2022 Apr 2022 Jul 2022 Oct 2022 Jan 2023 Apr 2023 Jul 3

Total Project Estimate**\$3,975,000**

Funding Sources: Lincoln on the Move • Highway Allocation Funds

(<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects/LOTM/Projects/Existing-Streets/84th-from-Oakdale-to-Elizabeth>)

84th and College Park

Traffic Signal Replacement



This project would replace traffic signal poles and related infrastructure at the intersection of 84th Street and College Park Drive. Curb ramps would be reconstructed to meet current standards.

Project Timeline

Construction is tentatively planned for 2022.

(<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects/Design/84th-and-College-Park>)

98th from Van Dorn to “A”**Project Timeline**

Construction is planned for 2022.

104th Street and Holdrege Street Intersection

Intersection Improvements



This project will improve the Holdrege Street and North 104th Street Intersection with construction of a new roundabout to help serve growth in the community by improving the safety and capacity of the transportation system.

Project Timeline

Phase

Jul 2021 Oct 2021 Jan 2022 Apr 2022 Jul 2022 Oct 2022 Jan 2023 Apr 2023 Jul 3

Total Project Estimate**\$800,000**

Funding Sources: Lincoln on the Move • Developer Loan/Directed Impact Fees

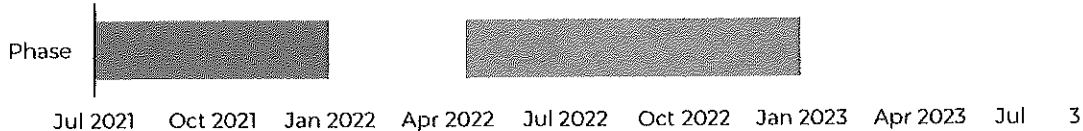
(<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects/LOTM/Projects/Growth/104th-and-Holdrege>)

West "A" Phase III Sanitary Sewer from SW 24th to SW 38th



This project will increase the size of the existing sanitary lines from Southwest 24th Street to Timber Ridge Road and install new sanitary sewer from Timber Ridge Road to approximately Southwest 38th Street.

Project Timeline



Total Project Estimate

\$2,500,000

Funding Source: Sanitary Sewer Fees


(<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects/LWWS/West-A-Phase-III-Sanitary-Sewer>)

West "A" from West City Limits to SW 23rd Improvement Project



This project is part of a multi-phased effort to improve the West "A" Street corridor from the West City Limits to the intersection of SW 5th Street.

Project Timeline

 The Project B schedule is under review.

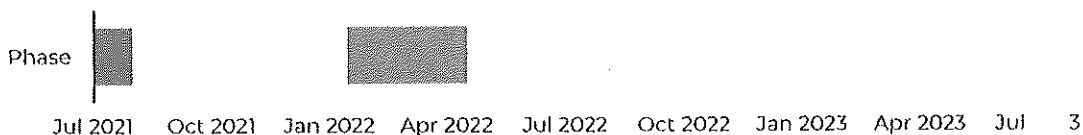
(<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects/Projects/West-A-Street-Improvement-Project/Redirects/Project-B>)

Alley Between 9th and 10th, "L" and "M" Sanitary Sewer Replacement



This project will replace the sanitary sewer located in the alley between 9th and 10th streets and "L" and "M" streets.

Project Timeline



Total Project Estimate**\$350,000****Funding Source:** Sanitary Sewer Fees

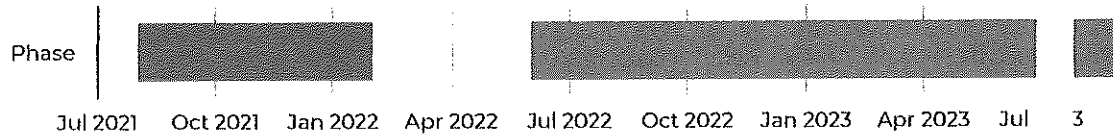
(<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects/LWWS/Alley-9th-10th-L-M>)

Arbor from Alvo to 40th**Project Timeline**

Construction is planned for 2022.

**Belmont Neighborhood
Street Improvements**

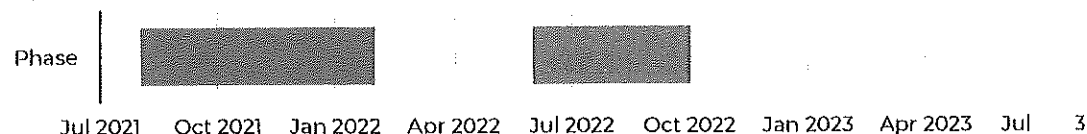

This project will improve residential streets in the Belmont Neighborhood: Furnas from 9th to 14th • 9th from Nance Avenue to Adams • 10th from Adams to Judson • Nelson from 9th to 14th • Judson from 12th to 14th • 12th from Knox to Judson • Lewis from Knox to Elba • Manatt from 11th to 14th.

Project Timeline**Total Project Estimate****\$1,265,000****Funding Sources:** Lincoln on the Move • Street Improvement Vehicle Tax – Residential

(<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects/LOTM/Projects/Existing-Streets/Belmont-Neighborhood>)

**Clinton Neighborhood
Street Improvements**


This project will improve residential streets in the Clinton Neighborhood: Hitchcock from 28th to 33rd • Potter from 27th to 33rd • 31st from Holdrege to Leighton • 29th from Holdrege to Potter • Clinton from 27th to Alley • Fair from 27th to 33rd.

Project Timeline

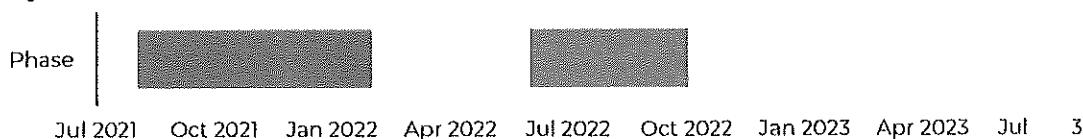
Total Project Estimate**\$1,250,000**

Funding Sources: Lincoln on the Move • Street Improvement Vehicle Tax – Residential
 (<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects/LOTM/Projects/Existing-Streets/Clinton-Neighborhood>)

College View Neighborhood Street Improvements



This project will improve residential streets in the College View Neighborhood: Sherman from 52nd to 56th • 52nd from Sherman to Van Dorn • Pawnee from west of 52nd to 53rd.

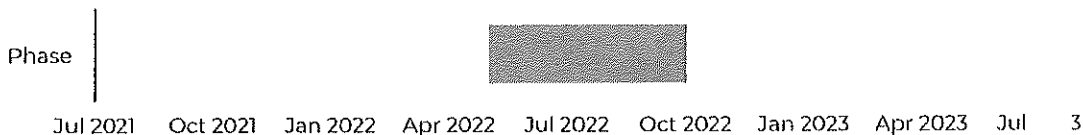
Project Timeline**Total Project Estimate****\$445,000**

Funding Sources: Lincoln on the Move • Street Improvement Vehicle Tax – Residential
 (<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects/LOTM/Projects/Existing-Streets/Country-View-Neighborhood>)

Country Club Neighborhood Street Improvements



This project will improve residential streets in the Country Club Neighborhood: Bradfield Drive from Sheridan Blvd to South Street • Winthrop Road from Van Dorn to South Street • Colonial Drive/Plymouth Avenue from Winthrop to Colonial.

Project Timeline**Total Project Estimate****\$825,000**

Funding Sources: Lincoln on the Move • Street Improvement Vehicle Tax – Residential
 (<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects/LOTM/Projects/Existing-Streets/Country-Club-Neighborhood>)

W Denton from S Folsom to 1st

**Project Timeline**

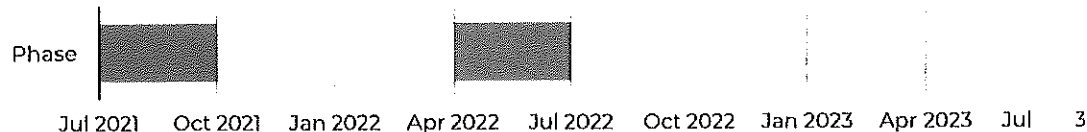
Construction is planned for 2022.

"G" from 7th to 20th**Project Timeline**

Construction is planned for 2022.

W Holdrege from NW 48th to Chitwood

This water distribution main will be installed in conjunction with a paving project in the area.

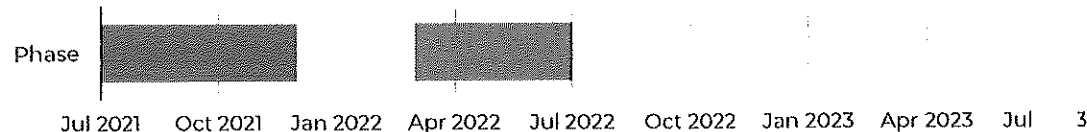
Project Timeline**Total Project Estimate**

\$400,000

Funding Source: Lincoln Water System

Holdrege from 98th to Cessna
Water Main Distribution


This water distribution main will be installed in conjunction with a paving project in the area.

Project Timeline**Total Project Estimate**

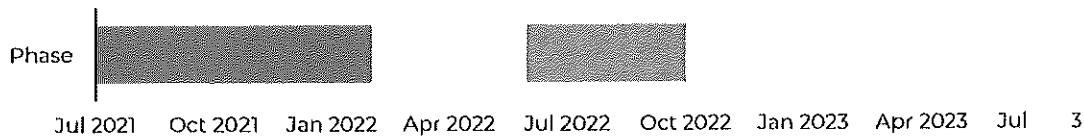
\$650,000

Funding Source: Lincoln Water System

Kahoa Elementary Neighborhood
Street Improvements


This project will improve residential streets in the Kahoa Elementary Neighborhood: Leighton from 70th to Dorothy • Leighton from 76th to 78th • Garland from 70th to 78th • Dorothy from Garland to Adams • 76th from Garland to Baldwin • Willard from Dorothy to 78th.

Project Timeline



Total Project Estimate

\$1,140,600

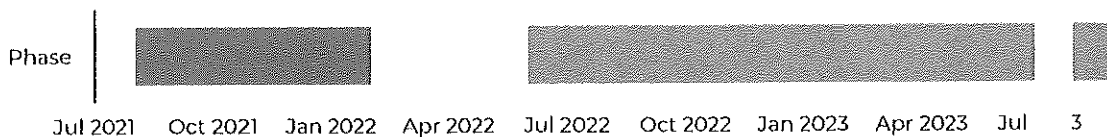
Funding Sources: Lincoln on the Move • Street Improvement Vehicle Tax – Residential
(<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects/LOTM/Projects/Existing-Streets/Kahoa-Elementary-Neighborhood>)

Lincoln High Neighborhood Street Improvements



This project will improve residential streets in the Lincoln High School Neighborhood: 19th from "A" to "F" • 20th Street, "A" to "D" • 24th Street, "A" to Randolph • 25th Street, "A" to "E".

Project Timeline



Total Project Estimate

\$850,000

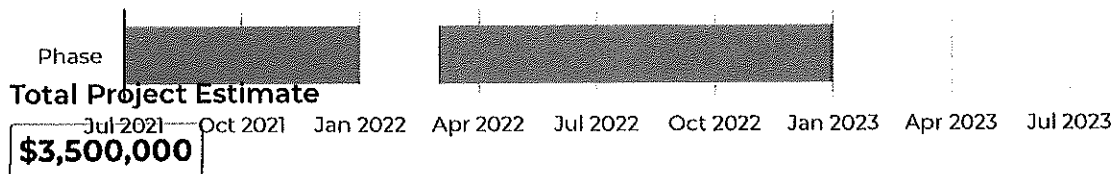
Funding Sources: Lincoln on the Move • Street Improvement Vehicle Tax – Residential
(<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects/LOTM/Projects/Existing-Streets/Lincoln-High-Neighborhood>)

Oak Creek Trunk Line Extension



This project will extend the Oak Creek trunk line from West Adams Street to West Mathis Street.

Project Timeline



Funding Source: Sanitary Sewer Fees

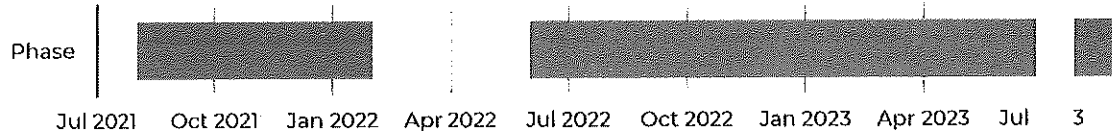
(<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects/LWWS/Oak-Creek-Trunk-Line-Extension>)

Near South Neighborhood Street Improvements



This project will improve residential streets in the Near South Neighborhood: 14th from South Street to "A" · Mulberry from 14th to 15th.

Project Timeline



Total Project Estimate

\$415,000

Funding Sources: Lincoln on the Move • Street Improvement Vehicle Tax – Residential

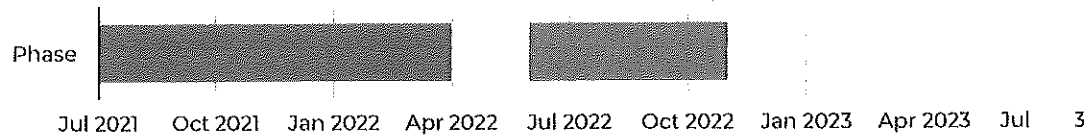
(<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects/LOTM/Projects/Existing-Streets/Near-South-Neighborhood>)

Northridge Manholes Access Access and Improvements



This project will improve a series of manholes located in the wetland area north of Northstar High School, from North 27th Street to North 33rd Street.

Project Timeline



Total Project Estimate

\$500,000

Funding Source: Sanitary Sewer Fees

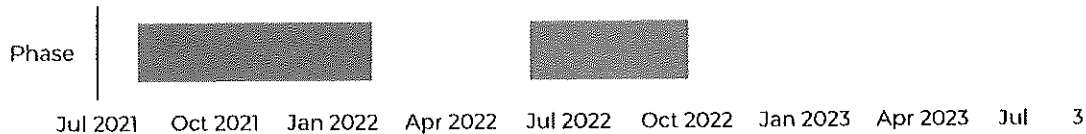
(<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects/LWWS/Northridge-Manholes-Access>)

Park Manor Neighborhood Street Improvements



This project will improve residential streets in the Park Manor Neighborhood: Rexford Drive from Twin Ridge Road to easternmost end · Rogers Circle at Twin Ridge Road · Meeker Circle at Twin Ridge Road · Twin Ridge Road from Sumner Street to "A" Street · 58th Street from South Street to "A" Street · Sumner from 56th to 70th · Monterey Drive from Bermuda Drive to Pacific Drive.

Project Timeline



Total Project Estimate

\$1,385,000

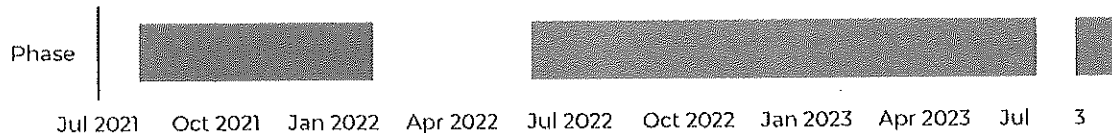
Funding Sources: Lincoln on the Move • Street Improvement Vehicle Tax – Residential
(<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects/LOTM/Projects/Existing-Streets/Park-Manor-Neighborhood>)

Piedmont Neighborhood Street Improvements



This project will improve residential streets in the Piedmont Neighborhood: 52nd from Sumner to "A" · 50th from "A" to "C" · Fall Creek Road from "A" to Randolph · Valley Road from Fall Creek Road to 56th · 52nd from Randolph to "O".

Project Timeline



Total Project Estimate

\$244,400

Funding Sources: Lincoln on the Move • Street Improvement Vehicle Tax – Residential
(<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects/LOTM/Projects/Existing-Streets/Piedmont-Neighborhood>)

"Q" from 14th to Antelope Valley Parkway



Project Timeline



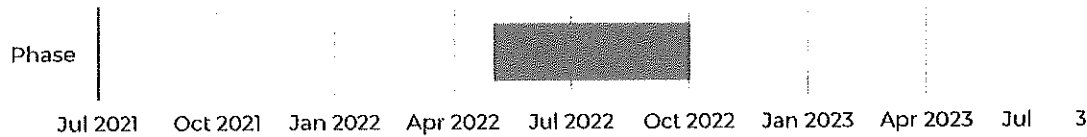
Construction is planned for 2022.

Randolph from 40th to 56th Street Improvements



This project will improve Randolph Street from 40th Street to 56th Street through a mill and overlay of the existing surface and selected base repairs where required.

Project Timeline



Total Project Estimate

\$800,000

Funding Sources: Lincoln on the Move • Highway Allocation Funds

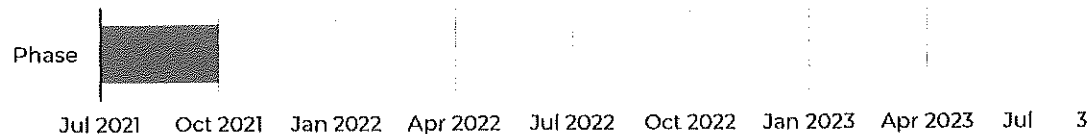
(<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects/LOTM/Projects/Existing-Streets/Randolph-from-40th-to-56th>)

Rokeby from 40th to Snapdragon Paving Project



This project will pave Rokeby Road from 40th Street to Snapdragon Road to help serve growth in the community by improving the safety and capacity of the transportation system.

Project Timeline



At the earliest, construction could begin in spring of 2022

Total Project Estimate

\$1,000,000

Funding Sources: Lincoln on the Move • Developer Loan/Directed Impact Fees

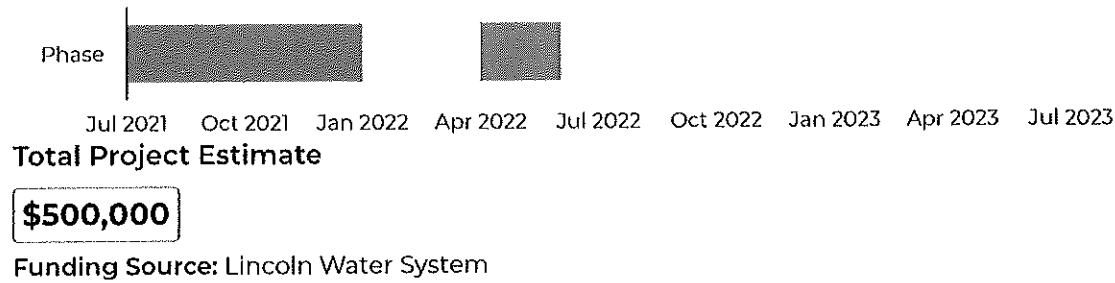
(<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects/LOTM/Projects/Growth/Rokeby-from-40th-to-Snapdragon>)

Rokeby from 40th to Snapdragon Water Main Distribution



This water distribution main will be installed in conjunction with a paving project in the area.

Project Timeline

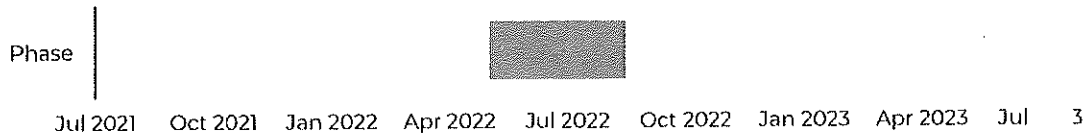


Salt Creek Neighborhood Street Improvements



This street improvement project will resurface the following roadway sections in the Salt Creek Neighborhood: "B" from 1st to 8th streets, 8th from "C" to "J" streets, 8th from "N" to "O" streets, "E" from 8th to 9th streets, "F" from 8th to 9th streets.

Project Timeline



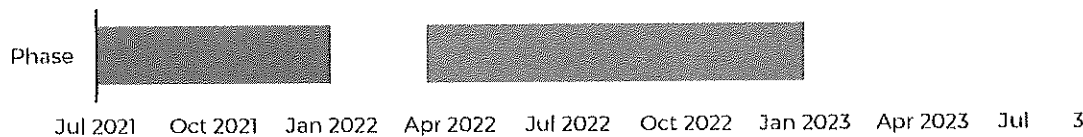
(<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects/Projects/Salt-Creek-Neighborhood>)

Southwest Trunk Line Extension



This project will extend the southwest sanitary sewer trunk line along Highway 77 from Old Cheney Road to the lift station at Denton Road.

Project Timeline



Total Project Estimate

\$1,700,000

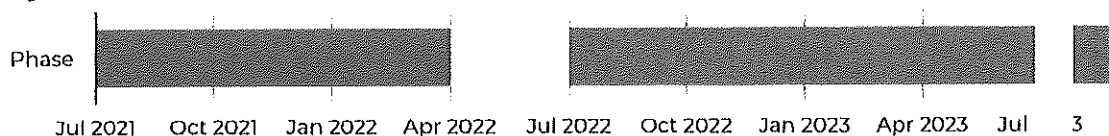
Funding Source: Sanitary Sewer Fees

(<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects/LWWS/Southwest-Trunk-Line-Extension>)

Salt Valley Trunk Line Pipe Upgrades 48" Corrugated Metal Pipe Rehabilitation



This project will rehabilitate the old salt valley trunk line installed in the early 1960s, through an assortment of new rehabilitation technologies.

Project Timeline**Total Project Estimate****\$4,000,000**

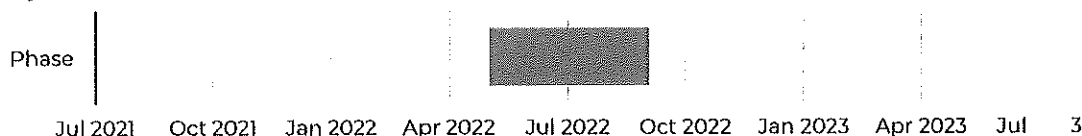
Funding Source: Sanitary Sewer Fees

(<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects/LWWS/Salt-Valley-Trunk-Line-Rehab>)

Union College Neighborhood Street Improvements



This project will improve residential streets in the Union College Neighborhood: South 52nd Street Pioneers Boulevard to Calvert Street • South 51st Street from Pioneers Boulevard to Prescott • Prescott Avenue from South 48th to South 56th streets • Meredith Street.

Project Timeline**Total Project Estimate****\$1,050,000**

Funding Sources: Lincoln on the Move • Street Improvement Vehicle Tax – Residential

(<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects/LOTM/Projects/Existing-Streets/Union-College-Neighborhood>)

Van Dorn from 91st to 103rd**Project Timeline**

Construction is planned for 2022.

Wedgewood Neighborhood Street Improvements



This street improvement project will resurface the following street sections in the Wedgewood Neighborhood: Wedgewood Drive from 70th to "O" streets Lakewood Drive from Englewood to Wedgewood drives • Aspen Lane • Cypress Lane • Glenwood Circle

Project Timeline

Phase

Jul 2021 Oct 2021 Jan 2022 Apr 2022 Jul 2022 Oct 2022 Jan 2023 Apr 2023 Jul 3

(<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects/Projects/Wedgewood/Street>)

Wedgewood Sanitary Sewer Realignment



This project consists of a realignment of the existing sanitary line just north of Wedgewood Lake near 84th and "O" streets.

Project Timeline

Phase

Jul 2021 Oct 2021 Jan 2022 Apr 2022 Jul 2022 Oct 2022 Jan 2023 Apr 2023 Jul 3

Total Project Estimate

\$700,000

Funding Source: Sanitary Sewer Fees

(<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects/LWWS/Wedgewood>)

Westgate and Saunders Street Improvements



This project will improve the following streets: W Saunders from N Main to N 1st • Westgate Boulevard from Sun Valley Boulevard to W Industrial Lake Drive.

Project Timeline

Phase

Jul 2021 Oct 2021 Jan 2022 Apr 2022 Jul 2022 Oct 2022 Jan 2023 Apr 2023 Jul 3

Total Project Estimate


\$600,000

Funding Sources: Lincoln on the Move • Street Improvement Vehicle Tax – Residential

(<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects/LOTM/Projects/Existing-Streets/Westgate-and-Saunders>)

Witherbee Neighborhood Street Improvements



This project will improve residential streets in the Witherbee Neighborhood: Frost Drive  from Randolph to "J" • 37th from Lenox to "O" • 38th from "J" to "L" • 42nd from Randolph to "N" • 45th from Randolph to "O" • 47th from "J" to "O" • "M" from 47th to 48th.

Project Timeline

Phase

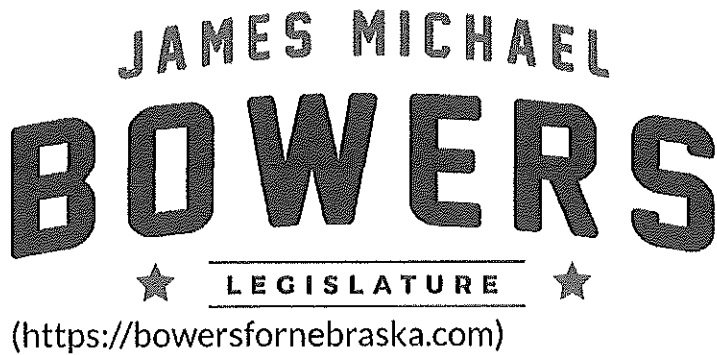
Jul 2021 Oct 2021 Jan 2022 Apr 2022 Jul 2022 Oct 2022 Jan 2023 Apr 2023 Jul 3

Total Project Estimate

\$1,030,000

Funding Sources: Lincoln on the Move • Street Improvement Vehicle Tax – Residential
<https://www.lincoln.ne.gov/City/Departments/LTU/LTU-Projects/LOTM/Projects/Existing-Streets/Witherbee-Neighborhood>

\$40 M =
 \$2 M (5%)
 Extra cost
 to taxpayers



ABOUT JAMES

I'm a lifelong resident of North Lincoln, and a graduate of Northeast High School. I'm a social worker at Dawes Middle School, a small business owner in Havelock, and your City Councilman for Northeast Lincoln.

On the City Council, I've worked hard to lead us through difficult times as a city. I introduced and passed a ban on price gouging in the pandemic, supported the families of first responders who are killed in the line of duty, and have been a strong voice for equality. I was proud to introduce and pass a ban on so-called conversion therapy, and reduce regulations on businesses serving working families. During a budget crunch, I focused on keeping our libraries open and accessible to all.

Working families are why I got involved in politics. As the son of a single mom, I know what it's like to struggle to make ends meet. At 14, I got my first job at Burger King in Havelock, and learned the value of hard work. I've put those values into action serving my community.

**AS CURRENT PRESIDENT FOR THE LINCOLN LANCASTER COUNTY BOARD OF HEALTH I
WORK WITH CITY AND COUNTY PARTNERS TO GUIDE US OUT OF THE PANDEMIC AND
ADVOCATE FOR A HEALTHIER LINCOLN**

Soulinnee Phan

From: jeanpetsch9@gmail.com
Sent: Friday, January 7, 2022 12:50 PM
To: Council Packet
Subject: Letter of opposition for Agenda Item 6.e / 1-10-22 Meeting
Attachments: LKN Ordinance Letter of Opp 1-6-22 final.pdf

Attached is letter for council packet for agenda item 6.e/ Proposed Ordinance 21-172 to Ordinance 2.18.034

Jean Petsch, Director of Advocacy & Industry Affairs

Associated General Contractors-Nebraska Building Chapter

402-641-3855

NOTE: NEW EMAIL ADDRESS jeanpetsch9@gmail.com



TO: James Michael Bowers-Lincoln City Council Chairperson and Lincoln City Council Members

FROM: Jean Petsch, Director of Advocacy & Industry Affairs
Associated General Contractors-NE Building Chapter

DATE: January 6, 2022

RE: Proposed Ordinance 21-172

City Council Members:

On behalf of our membership, I want to extend our appreciation for listening to our concerns.

The AGC Building Chapter is a leading association for the commercial construction industry. The Building Chapter represents 130 of Nebraska's top firms that build vertically in state, regional and national markets.

The AGC Building Chapter **opposes** this Ordinance as introduced for the following reasons:

- Every employer should have the right to decide how to train and develop employees. Many industries set training standards and credentials to ensure skill level and integrity with required types of training. However, there are many methods to execute the training and many providers to deliver the training. The current draft of the ordinance unnecessarily restricts the programs that are acceptable and favor some programs over others.
- The construction industry in Nebraska already invests heavily in all types of training of for their workforce. This ordinance would require a vast majority of firms in the region to invest in additional (unneeded) training programs just to do projects for the City of Lincoln. A potential impact is that some firms will avoid submitting bids to the City because of the competitive disadvantage caused by the time and necessary approvals needed for a specified program. Further, finding employees is already difficult; doing so will only become more difficult if only certain classes of employees are needed to satisfy certain requirements of the ordinance.
- There are already remedies in place for misclassified workers and noncompliant workers' compensation payers.
- This Ordinance adds administrative burden and cost to the general contractor that has no real end goal or purpose.
- The City wants to encourage and support emerging businesses and small to medium-size businesses, yet requirements like this are very discriminatory to said businesses. It may eliminate this group of construction firms from pursuing City projects.
- There are very harsh penalties for a contractor that does not comply with contract provisions, yet no due process is included. There needs to at least be a safe harbor provision and some discretion for City officials build into the Ordinance.
- This Ordinance will likely eliminate many local Lincoln construction firms from pursuing work with City due to not meeting the new narrow scope training requirement.
- Administering the Ordinance will have a municipal fiscal impact on the City. It will require verification processes that would seem to create disparities amongst contractors with differing programs and scopes.

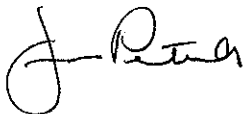
The Building Chapter's philosophy is to support fair laws and regulations, but not those that create unnecessary administrative burden on all size firms, are discriminatory to small businesses and have no clear purpose for the good of business or citizens. However, we believe the intent of this ordinance is to encourage workforce development and we do support all types of training efforts and initiatives. So, how do we come together on this?

Here are some possible suggestions we offer for consideration.

- Slow down the passage of this Ordinance. Instead of blind-siding the industry with this proposal and rushing its passage, make us part of the discussion.
- Increase the threshold for projects covered by the Ordinance. If this is raised substantially you lessen the administrative cost for the City and lessen the discriminatory nature for small and emerging businesses.
- Expand the definition of acceptable training to include Southeast Community College training and similar institutions, along with established in-house company training programs.
- Take out the items already covered by other ordinances and laws, and address items that are not included in those ordinances. The current language and the disparities therein must be addressed.
- Include a due process clause and make the process a fair process.

The AGC Building Chapter oppose this Ordinance as introduced and respectfully ask that you do not advance it as introduced.

Thank you for your consideration and your service. As always, we are open to a conversation.



Jean Petsch, Director of Advocacy and Industry Affairs
402-641-3855

Soulinnee Phan

From: ricoh4505@ayarsayars.com
Sent: Friday, January 7, 2022 2:23 PM
To: Council Packet
Subject: Message from "RNP5838795A4FD0"
Attachments: 20220107142244990.pdf

This E-mail was sent from "RNP5838795A4FD0" (IM C4500).

Scan Date: 01.07.2022 14:22:44 (-0600)
Queries to: ricoh4505@ayarsayars.com



Lincoln
Omaha

Resolution to the Lincoln Municipal Code Chapter 2.18 Purchasing Division, new section 2.18.034

Dear Lincoln City Council Members:

For Ayars & Ayars, Inc., service to our community isn't just a thing we do. It's at the core of who we are, both as a company and as individuals. Our organization has been blessed in so many ways, which is why we consider it a genuine privilege to serve our community since 1985.

During our three decades of existence, we have been deeply committed to serving the community we call home. Whether an emergency need or a collective community effort you can count on Ayars & Ayars, Inc. We employ over 160 people in the community with an annual payroll of over \$10 million dollars.

Our work over the three decades have benefited children, senior citizens, people with disabilities, even animals and the environment. Our projects are often in the creation or expansion of new businesses, places of worship, schools, or non-profit organizations. In doing these projects we have learned a lot.

As you consider the resolution to the Lincoln Municipal Code Chapter 2.18 Purchasing Division, new section 2.18.034 we urge caution in the implications of adding restrictions in contracts over \$250,000. Ayars & Ayars, Inc. shares in that important mission of education and training of employees. We hire for attitude. Whether it is employees hired in specific skill trades, which require substantial training, or paid internships, we have proof of employees who attribute their skill sets directly to Ayars & Ayars, Inc. training.

We believe that contractors should have the right to decide how to select, train and develop employees. During our three decades of existence, we have been deeply committed to our community and our employees. Ayars & Ayars, Inc. has always met payroll, without layoffs even during the pandemic.

The fiscal impact to our community and local employers might be substantial. Implication of such a resolution will raise administrative costs. Small and medium-sized businesses may be caught in a transition phase as projects with the City end up with large, and many times "outside the area" firms.

The mission of Ayars & Ayars, Inc. is to build construction solutions. We are committed to understanding our customer's vision and needs, create opportunities for our employees, and improving our community. We remain dedicated to the values of family, education and technology. We ask for your consideration as you examine this resolution.

R. Michael Ayars, Chairman
Ayars & Ayars, Inc.
2436 North 48th Street
Lincoln, Nebraska 68504

Soulinnee Phan

From: Naumann, Darl <dnaumann@ayarsayars.com>
Sent: Friday, January 7, 2022 2:23 PM
To: Council Packet
Subject: Ayars & Ayars Letter on Resolution Lincoln Municipal Code Chapter 2.18 Purchasing Division Section 2.18.034
Attachments: Ayars Letter format to City Council 1.10.2022.docx

Resolution to the Lincoln Municipal Code Chapter 2.18 Purchasing Division, new section 2.18.034

Dear Lincoln City Council Members:

For Ayars & Ayars, Inc., service to our community isn't just a thing we do. It's at the core of who we are, both as a company and as individuals. Our organization has been blessed in so many ways, which is why we consider it a genuine privilege to serve our community since 1985.

During our three decades of existence, we have been deeply committed to serving the community we call home. Whether an emergency need or a collective community effort you can count on Ayars & Ayars, Inc. We employ over 160 people in the community with an annual payroll of over \$10 million dollars.

Our work over the three decades have benefited children, senior citizens, people with disabilities, even animals and the environment. Our projects are often in the creation or expansion of new businesses, places of worship, schools, or non-profit organizations. In doing these projects we have learned a lot.

As you consider the resolution to the Lincoln Municipal Code Chapter 2.18 Purchasing Division, new section 2.18.034 we urge caution in the implications of adding restrictions in contracts over \$250,000. Ayars & Ayars, Inc. shares in that important mission of education and training of employees. We hire for attitude. Whether it is employees hired in specific skill trades, which require substantial training, or paid internships, we have proof of employees who attribute their skill sets directly to Ayars & Ayars, Inc. training.

We believe that contractors should have the right to decide how to select, train and develop employees. During our three decades of existence, we have been deeply committed to our community and our employees. Ayars & Ayars, Inc. has always met payroll, without layoffs even during the pandemic.

The fiscal impact to our community and local employers might be substantial. Implication of such a resolution will raise administrative costs. Small and medium-sized businesses may be caught in a transition phase as projects with the City end up with large, and many times "outside the area" firms.

The mission of Ayars & Ayars, Inc. is to build construction solutions. We are committed to understanding our customer's vision and needs, create opportunities for our employees, and improving our community. We remain dedicated to the values of family, education and technology. We ask for your consideration as you examine this resolution.

R. Michael Ayars, Chairman
Ayars & Ayars, Inc.
2436 North 48th Street
Lincoln, Nebraska 68504



Darl Naumann

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